

Module 6: Peer Interpersonal Relationships

Module 6 Goal and Objectives





Goal: To understand how to promote positive interpersonal relationships within the TC.




Objectives: Participants who complete Module 6 will be able to


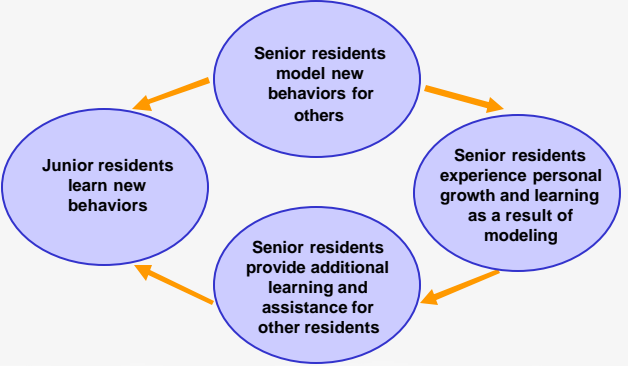


- Identify three goals for changes in residents' relationships with peers, family, and authority figures
- Define at least three ways staff members can help residents learn and experience healthy relationships
- Define the concept of "role model" and identify at least three behaviors role models are expected to display
- Explain at least three ways residents benefit from being role models
- Explain what residents learn by living in a diverse community
- Identify at least two issues that apply primarily to women and at least two that apply primarily to men and explain how TC staff members can address these issues
- Define "belonging" and "individuality" and describe one way staff members can demonstrate understanding of these concepts.




Content and Timeline




Introduction	20 minutes
Exercise: Healthy Relationships	30 minutes
Presentation: Promoting Healthy Relationships	45 minutes
Break	15 minutes
Presentation: Being a Role Model	30 minutes
Exercise: What Does Being a Role Model Look Like?	35 minutes
Presentation: Diversity	40 minutes
Presentation: Gender Competency	20 minutes
Break	15 minutes
Presentation: TCA Staff Competency—Understanding the Relationship Between Belonging and Individuality in the Community	10 minutes
Exercise: What Does It Mean To Belong?	20 minutes
Summary and Review	20 minutes
Journal Writing and Wrapup	20 minutes
Total Time	5 hours, 20 minutes

Slides	Notes
 <h2 data-bbox="446 428 623 468">Module 6</h2> <p data-bbox="344 527 724 556">Peer Interpersonal Relationships</p> <div data-bbox="217 688 586 751"><p data-bbox="282 688 586 751">U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES Substance Abuse and Mental Health Services Administration Center for Substance Abuse Treatment www.samhsa.gov</p></div> <p data-bbox="805 772 846 785">OH #6-1</p>	
 <h2 data-bbox="305 905 751 940">Exercise: Healthy Relationships</h2> <p data-bbox="233 1008 483 1035">Think and write about</p> <ul data-bbox="233 1056 816 1241" style="list-style-type: none"><li data-bbox="233 1056 816 1115">• Positive, healthy relationships you have had with family, friends, coworkers, and authority figures<li data-bbox="233 1136 704 1163">• Benefits of having healthy relationships<li data-bbox="233 1184 678 1241">• Ways to initiate and maintain healthy relationships <p data-bbox="805 1293 846 1306">OH #6-2</p>	
 <h2 data-bbox="293 1423 760 1459">Promoting Healthy Relationships</h2> <p data-bbox="233 1526 727 1554">Staff members are expected to understand</p> <ul data-bbox="233 1575 797 1759" style="list-style-type: none"><li data-bbox="233 1575 688 1602">• Residents' relationship-related issues<li data-bbox="233 1623 797 1680">• How the TC recovery process addresses these issues<li data-bbox="233 1701 781 1759">• Treatment goals related to developing healthy relationships <p data-bbox="805 1812 846 1824">OH #6-3</p>	

Slides	Notes
 <p>Promoting Healthy Relationships</p> <p>Staff members are expected to encourage mutual self-help by</p> <ul style="list-style-type: none"> • Promoting familylike relationships among peers • Promoting healthy peer friendships • Encouraging residents to become role models and leaders • Helping residents use the community to develop relationship skills <p>OH #6-4</p>	
 <p>Promoting Healthy Relationships</p> <p>Think of a specific resident</p> <ul style="list-style-type: none"> • Think of 3 possible goals related to changes in that person's relationships • Identify 3 ways you will try to help the resident meet these goals <p>OH #6-5</p>	
 <p>Being a Role Model</p> <p>A role model</p> <ul style="list-style-type: none"> • Behaves according to TC expectations of recovery and right living • Sets a positive example for other residents to follow <p>OH #6-6</p>	

Slides	Notes
 <h3 data-bbox="293 369 764 401">Senior Residents as Role Models</h3>  <p data-bbox="802 774 846 789">OH #6 -7</p>	
 <h3 data-bbox="440 905 618 936">Role Models</h3> <ul data-bbox="233 1010 675 1136" style="list-style-type: none">• “Act as if” when necessary• Show responsible concern for others• Seek and assume responsibility <p data-bbox="802 1293 846 1308">OH #6 -8</p>	
 <h3 data-bbox="253 1430 805 1461">Benefits to Residents of Being a Role Model</h3> <ul data-bbox="233 1535 708 1755" style="list-style-type: none">• Personal growth and self-learning• Increased status in the peer community• Leadership skills• Identity change• Increased self-esteem <p data-bbox="802 1808 846 1822">OH #6 -9</p>	

Slides	Notes
 <p data-bbox="285 443 743 548">Living in a TC with people of all backgrounds promotes recovery and right living.</p> <p data-bbox="800 772 846 787">OH #6-10</p>	
 <p data-bbox="302 888 756 957">What Do Residents Gain From Living in a Diverse Community?</p> <ul data-bbox="232 1014 813 1245" style="list-style-type: none"> • Self-knowledge • Decreased fear of difference • Self-acceptance • Knowledge of how common issues can outweigh differences • Mutual self-help <p data-bbox="800 1291 846 1306">OH #6-11</p>	
 <p data-bbox="383 1423 675 1459">Gender Competency</p> <p data-bbox="232 1480 505 1507">TC staff members must</p> <ul data-bbox="232 1522 776 1753" style="list-style-type: none"> • Be sensitive to gender-related issues • Not discriminate or show favoritism • Be aware of and prevent discrimination in the community • Offer special group sessions • Serve as role models <p data-bbox="800 1808 846 1822">OH #6-12</p>	

Slides	Notes
 TCA Staff Competency Understanding the relationship between belonging and individuality <small>OH #6-13</small>	
 Journal Writing and Wrapup <ul style="list-style-type: none">• What new information or insight regarding diversity did you get from this module?• How do you think you can use this information in your TC role?• How are you feeling about your role in this training community? <small>OH #6-14</small>	
 Pework for Module 7 <ul style="list-style-type: none">• Read Resource Sheet #7-3: Case Study of Veronica• Read Resource Sheet #7-4: Guide to Rational Decisionmaking• Read Resource Sheet #7-7: Taking Good Care of Yourself <small>OH #6-15</small>	

Summary of Module 6

Residents typically have had poor relationships with family, peers, members of the opposite sex, romantic partners, and people of different ethnic and cultural backgrounds. Residents typically have not had positive role models to teach and guide them toward prosocial behavior. The TC provides a supportive familylike atmosphere in which residents can learn to develop healthy relationships and be guided by positive peer and staff role models.

Staff members are expected to help residents learn and experience healthy relationships by

- Encouraging mutual self-help
- Encouraging conversations between and among residents that focus on the changes they are experiencing
- Encouraging residents to seek advice from and give advice to one another
- Encouraging residents to share knowledge about topics they know more about than their peers and to assist others
- Asking residents to conduct concept seminars or workshops in their specialties
- Organizing structured tutoring and asking residents to help others on a one-on-one basis or in small groups in language, mathematics, reading, and writing
- Assigning senior residents the task of “pulling in” and orienting new members
- Promoting familylike relationships and healthy peer friendships
- Teaching and encouraging responsible concern and caring as well as compassionate and mutually supportive relationships
- Observing residents as they re-create the roles they played in their families and providing opportunities for residents to increase their self-awareness of the behaviors and attitudes associated with those roles
- Encouraging residents to be role models and leaders.

Role Models

A role model behaves according to TC expectations of recovery and right living and sets a positive example for residents to follow. Positive peer role models are expected to

- Show others how to change
- Talk about benefits gained from right living and the positive influences of the TC
- Provide feedback to others
- Demonstrate the concepts of “act as if,” “responsible concern,” and “seek and assume.”

Role models are at the heart of the TC change process; what residents see in their peers they perceive as possible within themselves. Having residents as role models guarantees that 24-hour social learning takes place. Through consistent role modeling senior residents teach new residents to show respect for authority and to accept constructive criticism, feedback, and guidance. As role models, residents experience personal growth and increased status in the peer

community. All members of the community, both staff members and residents, serve as role models to maintain the integrity of the TC program and to encourage social learning.

Diversity

Living in a TC with people of all backgrounds promotes recovery and right living. Living in a TC requires that all residents eat, work, and learn together, which makes perceived differences seem insignificant and leads to focusing on common issues.

Living together in a TC provides opportunities for conflict. The TC promotes conflict resolution as an opportunity for self-learning. Through public disclosures of personal pains and challenges, residents recognize common problems and feelings. This recognition fosters acceptance of individuals despite their differences.

TC staff members are expected to

- Focus on similarities among residents, such as common perceptions, feelings, and issues related to substance use disorders and efforts at recovery, shifting the focus from differences such as age, gender, and race
- Provide opportunities for equal mobility for residents of all backgrounds (which may contrast with their experience in mainstream society)
- Discourage negative peer groups
- Serve as role models and examples of people who are working on self-awareness of prejudice and stereotypes.

Gender Issues

Issues that are common to women living in a TC include

- In general, fewer women than men live in a TC. The issues women face in the TC often mirror those they face in the larger society.
- Society often judges women with substance use disorders more harshly than it judges men. Therefore, women in a TC may have more complicated issues related to their self-image and stronger feelings of shame and guilt about using drugs and alcohol.
- Women who were abused by men verbally, physically, or sexually, either as children or adults, may not feel physically or psychologically safe around men.
- When compared with men who use drugs or alcohol, women with substance use disorders typically have
 - Lower self-esteem
 - More anxiety and depression
 - Fewer marketable job skills.

Issues that are common to men living in a TC include

- Lack of positive male role models to prepare them for fatherhood or healthy relationships with peers and women
- A tendency to conceal insecurities, ignorance, and fears about sexuality
- More reluctance than among women to admit or talk about sexual abuse
- Rigid machismo and aggressive behavior
- Difficulty with emotional expression and exposing personal vulnerabilities.

TC staff members are expected to

- Be sensitive to gender-related issues
- Not discriminate or show favoritism
- Offer special group sessions
- Serve as role models and examples of people who are working on self-awareness and sensitivity to gender-related issues
- Participate in inservice training.

TCA Staff Competency—Understanding the Relationship Between Belonging and Individuality in the Community

Belonging is a feeling and sense of identification with other residents of the TC. A feeling of belonging fosters participation with and responsibility for other residents of the community.

Individuality is a sense of self and the expression of traits and talents that are unique to an individual.

Review of Module 6

In your small group, discuss and quiz one another on the following (feel free to take notes on this page). Can you

- State three goals for changes in residents' relationships with peers, family, and authority figures?
- Describe at least three ways staff members can help residents learn and experience healthy relationships?
- Define the concept of "role model" and at least three behaviors role models are expected to display?
- Explain at least three benefits residents experience when serving as a role model?
- Explain what residents learn by living in a diverse community?
- Identify at least two issues that pertain primarily to female residents and two that pertain primarily to male residents and how TC staff members can address these issues?
- Define "belonging" and "individuality" and one way staff members can demonstrate the understanding of these concepts?